

17 OCT 1979

PARS 11-6174

B

MEMORANDUM FOR: Director of Personnel

FROM :
Deputy Director of Personnel
for Recruitment and Placement

SUBJECT : NAPA Project Team Vacancy Notice Paper

1. We have thoroughly reviewed the subject paper and find it basically to be a sound, fair, and accurate document. We continue to have a problem, however, with Recommendation B which has been changed from the original mandatory reporting of current vacancies GS-15 and below which are not going to be advertised Agency-wide to a mandatory reporting of projected vacancies for the upcoming year. We believe it will be an extremely cumbersome system, practically impossible to monitor effectively, and serve to reinforce the perceptions of Agency employees about the current system; i.e., "everybody knows candidates are preselected."

2. As an alternative, we propose a six-month trial making available in central locations copies of Directorate and Office-wide vacancy notices now being published. These notices would be already printed; thus, except for reproducing a few extra copies, no extra work is involved. The purpose of the Recommendation B would also be accomplished: employees who make the effort to look at the central books would have the opportunity to see what kinds of jobs are being filled within components that are not being advertised. We believe that making use of currently available information on a trial basis would give us a better idea about the probable effectiveness of Recommendation B without establishing a separate system which will require additional work on the parts of components and Directorates.

STAT